

CITY OF ARCADIA
BENEFITS SUMMARY – ARCADIA FIREFIGHTERS' ASSOCIATION (AFA)
FIREFIGHTER - FIREFIGHTER PARAMEDIC – FIRE ENGINEER - FIRE CAPTAIN
(04/01/2014 - 6/30/2018)

RETIREMENT – CalPERS

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Fourth Level of 1959 Survivor Benefits § 21574
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .110% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

Tier I Retirement Benefits (hired prior to 07/01/2011)

- 3% @ 50 formula
- EPMC: 9% paid by City is reported as special compensation
- Employee pays 9% of employer cost through cost-share
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefit until Medicare eligibility

Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)

- 3% @ 50 formula
- Single highest year calculation
- 9% Employee Share paid by Employee

Tier II Retirement Benefits (hired on or after 10/9/2011)

- 3% @ 55 formula
- 3 Year Final Compensation
- 9% Employee Share paid by Employee

New CalPERS Members PEPRA (hired on or after 01/01/2013)

- 2.7% @ 57 formula
- 3 Year Final Compensation
- MOU Impairment 9% Employee Share paid by Employee through 06/30/2014
- 12% Employee Share paid by Employee beginning 07/01/2014 (50% of normal cost)

SICK LEAVE

Accrualable – 5.54 hours per pay period

Max. accumulation – 2,100 hours

No Buyback

VACATION

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-5	7.384	192	480
6-10	8.307	216	540
11-15	10.153	264	660
15+	11.076	288	720

Max. accumulation – amount accrualable in 65 pay periods (2 ½ years)

HOLIDAY IN LIEU PAY

12 Holidays (144 hours)

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Admission Day
President's Day	Columbus Day
Cesar Chavez Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Independence Day	Christmas Day

UNIFORMS

Supplied upon employment - Replaced as needed

\$25.19 per pay period reported to CalPERS as special compensation

EDUCATIONAL INCENTIVES

Associates (2.5%) & Bachelors (5%) degree or equivalency

SPECIALTY PAY

Available for Special Assignments – See MOU

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- City pays up to:
 - \$553/Employee only coverage
 - \$879/Employee + 1 coverage
 - \$1,085/Family coverage
- If employee elects to choose a more costly coverage he/she is required to pay the difference between the City contribution and actual cost.
- The employee shall forfeit any balance should the City's contribution exceed the cost of premium.

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

\$25,000 Life Insurance/\$50,000 accidental death and dismemberment for eligible employees.

LONG TERM DISABILITY

Administered through Association

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

DEFERRED COMPENSATION

City contribution – Effective April 1, 2014, \$33.35 per pay period. July 1, 2015, \$66.70 per pay period, July 1, 2016 - \$100.05 per pay period. Additional Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.

COMPUTER LOAN PROGRAM

Up to \$2,500 interest free loan and payroll deduction

CITY PAID ANNUAL PHYSICAL

Currently provided at Arcadia Methodist Hospital

WELLNESS PROGRAM

Comprehensive fitness evaluation & lecture series

HEALTH & DEPENDENT CARE SPENDING ACCOUNTS

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network

*All leave benefits are based upon a 56-hour work week (24-hour shift schedule). A "day" equals 12 hours.